

News & Risk Management Review

WINTER 2023

A photograph of a winter landscape. In the foreground, a snow-covered slope leads up to a dense forest of evergreen trees, their branches heavily laden with snow. The sky above is filled with soft, white clouds, with some light breaking through, suggesting a bright but overcast day. The overall tone is serene and quiet.

SDAO

SPECIAL DISTRICTS
ASSOCIATION OF OREGON

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SDAO Board of Directors

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Jennifer Holland, Sisters Park & Recreation District

Paula Miranda, Port of Newport

Scott Stanton, Umatilla County Fire District #1

Brent Stevenson, Santiam Water Control District

Next Board of Directors Meeting

February 8 | 1pm | Sunriver Resort

Executive Director

Frank Stratton

Services

Awards, Education and Training, Internship Grant, Legislative, Research and Technical Assistance, Scholarship and Grant Fund. and SDAO Advisory Services, LLC

Contact

Main Office

PO Box 12613 | Salem OR 97309-0613

Toll-Free: 800-285-5461

Phone: 503-371-8667

Email: sdao@sdao.com | Web: www.sdao.com

Claims Office

PO Box 23879 | Tigard OR 97281-3879

Toll-Free: 800-305-1736

Phone: 503-670-7066



2023 SDAO ANNUAL CONFERENCE

By Frank Stratton, Executive Director



It is hard to believe that it has been three years since we have been able to hold the SDAO Annual Conference in person! We couldn't be more excited to get together with you all again.

This year's event will be held February 9th-12th at the Sunriver Resort in Sunriver. With 20 educational sessions and multiple opportunities for interacting with colleagues through business meetings, caucus meetings, networking receptions, and more, you will want to be sure to join us.

We will be offering both in person and virtual attendance options. Attending in person will give you access to all conference events including the keynote speaker, breakout sessions, caucus meetings, Annual Business Meeting, Awards Banquet, networking, and more! The virtual option will give you access to ten different breakout sessions that will be selected in January. These ten breakout sessions will be recorded and available on the conference platform after the conference has concluded.

In addition, several of our sessions will offer credits for the SDAO Academy, Board Leadership Academy, Fire District Directors Academy, SHRM, and insurance CE. To get a preview of which sessions will offer credit, please visit our website at www.sdao.com/annual-conference and download the conference brochure.

If you have any questions, please contact SDAO Membership Services at **800-285-5461** or memberservices@sdao.com. I hope to see you in Sunriver!

Please visit <https://cvent.me/x8vYxZ> to register and view session descriptions, speaker information, and more. We encourage you to register soon!

REGISTRATION RATES

For SDAO Members & SDIS Agents

Onsite (Sunriver Resort)

- Pre-Conference Session (Full Day): \$85
- Pre-Conference Session (Half Day): \$50
- One Day (Friday **OR** Saturday Only): \$140
- Full Conference (Thursday evening to Sunday morning): \$230

Virtual Attendee

Friday and Saturday (10 Breakout Sessions Only):
\$95

HOTEL INFORMATION

As of press time, Sunriver Resort has fully booked their hotel rooms. However, there are still condominiums and houses available.

- **2 Bedroom Loft Condominium:** \$199/night + tax and resort fee
- **Houses:** Rates vary

Please call 855-420-8206 and mention the Special Districts Association of Oregon annual conference room block.

Please take note of Sunriver Resort's cancellation policy. Condominiums and houses must be cancelled at least 60 days from the reservation date, or you will be responsible for the entire amount of the stay. Rooms must be cancelled at least 21 days from the reservation date, or you will be responsible for the entire amount of the stay.

CANCELLATION

Registrations must be canceled by February 2, 2023 for a full refund. Virtual registrations must be canceled by February 7th for a full refund. No shows - for either attendance option will be charged the full registration amount. To cancel your registration, you may do so using the link in your confirmation email or by contacting SDAO Membership Services at 800-285-5461 or email memberservices@sdao.com

QUESTIONS

Please contact SDAO Membership Services at memberservices@sdao.com or 800-285-5461 with any questions or concerns

NSDC MARKS SUCCESS WITH FIRST EVER ADVOCACY FLY-IN TO CAPITOL HILL

By: Vanessa Gonzales | California Special Districts Association

The National Special Districts Coalition (NSDC) completed its first formal advocacy fly-in to Washington, DC to engage on priority federal issues facing the nation's 35,000+ special districts.

Regular members seated on the NSDC Legislative Committee met with Congressional and Senate offices to share the importance of defining special districts in federal code, promote awareness of essential public services special districts provide to constituents, and begin laying groundwork on efforts to close community gaps in adequate fire suppression infrastructure.

"NSDC's first fly-in is not only significant for our growing Coalition, but it is also a historic success for the nation's special districts as the first organized advocacy event on Capitol Hill to voice priorities and concerns impacting many of the nation's 35,000 special districts," said Neil McCormick, NSDC Chairman and Chief Executive Officer of the California Special Districts Association. "Together, our Coalition is raising its voice and taking action on major policy matters impacting how thousands of special purpose governments are able to access critical programs to provide quality services to millions of Americans. The Coalition looks forward to



NSDC Members and staff pose for a photo on the East Side of the U.S. Capitol on Wednesday, September 21, 2022. Pictured from left to right: Michael Valdez, Special Districts Association (SDA) of Colorado Policy Director; Frank Stratton, Special Districts Association of Oregon (SDAO) Executive Director; Kyle Packham, California Special Districts Association (CSDA) Advocacy and Public Affairs Director; Ann Terry, SDA of Colorado Executive Director; Neil McCormick, CSDA Chief Executive Officer; Chief Michael Choate, Florida Association of Special Districts (FASD) Legislative Committee Member; Heather Anderson, Utah Association of Special Districts (UASD) Director of Government Affairs; David Ulbricht, SDAO Director of Advisory Services; Chief David Cambereri, FASD Legislative Committee Chair; Cole Arreola-Karr, NSDC Federal Advocacy Coordinator.



Congratulations

TO OUR RECENT ACADEMY
CERTIFICATE RECIPIENTS!

Board Leadership Academy Certificate Recipients



Mary Jo Evers
Ontario Recreation District



Chad Hartley
Ontario Recreation District



Dennis Jefcoat
*Chiloquin Vector
Control District*

SDAO Academy Certificate Recipient



Malyssa Legg
Columbia SWCD



growing our presence in Washington in the year ahead and further building the relationships between our Congressional delegations with special districts providing essential services to mutual constituents.”

NSDC met with key legislators representing the Coalition’s member states, including House and Senate offices in California, Colorado, Florida, South Carolina, Texas, Utah, and Wyoming. The top priority for special districts advocates was to spotlight the necessity of special districts to be clearly defined as eligible for federal programs aiding local government infrastructure and other community programs. NSDC’s members elevated efforts to request through key congressional representatives an official, non-partisan Congressional Research Service report to provide full context on issues surrounding special districts’ uniform access to federal programs geared toward local government.

Members also elevated NSDC’s research covering community gaps in water infrastructure for firefighting with recommendations to resolve the policy issues impacting more than 10,000 special districts providing water and fire protection services across the country. NSDC will be preparing for legislative advocacy on this topic in early 2023.

For more information, contact Cole Arreola-Karr, NSDC Federal Advocacy Coordinator.



SDAO INTERNSHIP Grant Program

Application Deadline:
5pm on Friday, April 14, 2023

Applications are now being accepted for the 2023 SDAO Internship Grant Program! Essential and critical to Oregon's communities, special districts deliver much-needed services while also supporting their local workforce. In addition, many districts offer summer internships to college-level students in their area who are seeking to learn more about local government careers. SDAO recognizes and supports these efforts by providing matching grants through the SDAO Internship Grant Program.

Through this program, interns must be hired by the district as temporary employees to be in compliance with wage and hour laws relative to compensating student interns. A freshman through junior college-level student will need to be hired to qualify for funding of this grant.

The maximum grant per district is \$3,000; the funding must be matched by the district by 50%. For example, you may be eligible to receive up to \$3,000 on your request for a project that will cost your district \$6,000 or more. You may be eligible to receive up to a maximum of \$2,100 on your request for a project that will cost your district

”

“Thankfully, because of her tireless work, we were able to identify a very important ordinance that needs to be written and one of our policies that needs to be rescinded. She organized the manuals in such a way that we can see the history of each regulation and policy.”

Ana Linden
Corbett Water District



“Throughout my internship, I learned more than I could ever have imagined. I realized immediately how vital building trust with coworkers and communication is in the workforce. My exceptional managers and coworkers set a prime example for me on problem-solving in different situations. I am very grateful for my time here at West Extension Irrigation District and hope I made a difference.”

Emma Mueller

Intern-West Extension Irrigation District



\$4,200. SDAO may not fund all grant requests. This grant is not intended to fund routine maintenance needs or normal staffing requirements.

The SDAO Awards Committee will review each application to determine which projects are eligible to receive funding. Funds will be disbursed by July 1, 2023.

To be considered, your completed Internship Grant Program application must be received



“Marion County Fire District No. 1 wishes to express our sincere appreciation to the Special District’s Association of Oregon for their continued support of the fire service and in particular our fire district. These grants are widely needed and greatly appreciated.”

Kyle McMann

Marion County Fire District No. 1

by SDAO by 5pm on Friday, April 14, 2023. Submit your completed application by mail to SDAO, PO Box 12613, Salem, Oregon 97309; by e-mail to sdao@sdao.com; or by fax to 503-371-4781. Attach a separate sheet if necessary. Learn more and download the Internship Grant Program application at www.sdao.com/internship-grant-program.

Paid Leave Oregon

Starting in September 2023, Paid Leave Oregon will serve most employees in Oregon by providing paid leave for the birth or adoption of a child, a serious illness of yours or a loved one, or if you experience sexual assault, domestic violence, harassment, or stalking.

What you need to know

Who is eligible? Employees in Oregon that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family leave through Paid Leave Oregon and receive a percentage of their wages. Benefit amounts depend on what an employee earns in the prior year.

What are my rights? If you are eligible for paid leave, your employer cannot prevent you from taking it. Your job is protected while you take paid leave if you have worked for your employer for at least 90 consecutive calendar days. You will not lose your pension rights while on leave and your employer must keep giving you the same health benefits as when you are working.

How do I apply for Paid Leave? In September 2023, you can apply for leave with Paid Leave Oregon online at paidleave.oregon.gov or request a paper application from the department. If your application is denied, you can appeal the decision with the Oregon Employment Department.

When do I need to tell my employer about taking leave? If your leave is foreseeable, you are required to give notice to your employer at least 30 days before starting paid family, medical or safe leave. If you do not give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%.

What are my questions about my rights? It is unlawful for your employer to discriminate or retaliate against you because you asked about or claimed paid leave benefits. If your employer is in violation of the law, you have the right to file a complaint with the Oregon Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email.

Learn more about Paid Leave Oregon
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Call: 833-854-0166
Email: paidleave@oregon.gov

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Paid Leave Oregon

Information from HR Answers

The Oregon Employment Department has published the model notice poster for Paid Leave Oregon. Every employer is required to post notice by January 1, 2023, if they have not received approval of an equivalent plan application (optional). As a reminder, the notice needs to be posted in a conspicuous place, at each employer location, and sent or made available electronically for remote (Oregon) workers. If you would like more information about Paid Leave Oregon, please visit the Employment Department website at <https://paidleave.oregon.gov/Pages/default.aspx>.

On November 22, 2022, the Oregon Employment Department published the following announcement about changes in how employees will be counted.

"We created temporary rules to change the way Paid Leave Oregon counts employees to determine employer size.

Paid Leave Oregon changed the way we count employees based on partner and community feedback, as it has been a consistent area of confusion since we started Community Conversations and other engagement meetings. This change aligns Paid Leave more closely with the way employees are counted for the Unemployment Insurance program. The rules are available online under definitions and methods, and we have a guide and chart to help employers determine their employee count.



HERE IS WHAT IS CHANGING, AND WHAT IS NOT.

What is changing – **We are adjusting the way we count employees.**

- Previously, we counted employer size as the average number of employees over the previous four quarters using payroll reports.
- Now, employers count their size using the average number of employees on the 12th of each month from the previous twelve months. This means there are twelve numbers to calculate the average instead of just four.

What is not changing – **25 employees as the threshold between small and large employers.**

- Oregon statute mandates employer size, and this will not change.
- Employers with 25 and more employees are considered large, and those with fewer than 25 are considered small.
 - » Employers with 25 or more employees will still pay the employer contribution rate.
 - » Smaller employers, those with fewer than 25 employees, will not pay the employer contribution, but can choose to do so.

This new way of counting employees will give employers a more accurate reflection of the true number of employees. This is especially important for small employers with high turnover. In addition, the majority of Oregon employers already report a monthly count for Unemployment Insurance purposes, so most employers are used to this method of reporting.

This change will be in effect by the time contributions start on Jan. 1, 2023."

If you would like more information about Paid Leave Oregon, please visit the Employment Department website: <https://paidleave.oregon.gov/Pages/default.aspx>

If we can be of assistance with this topic, or anything else, please reach out.

503-885-9815
info@hranswers.com
hranswers.com

NATIONWIDE CYBERSECURITY REVIEW IS *Open*

SDAO is advocating for special districts to receive funds from the State and Local Cyber Grant Program. To be eligible for the funds you must complete the Nationwide Cybersecurity Review (NCSR). Please do not hesitate. It is not difficult to complete and your participation is not only important for your own district, but will be crucial for special districts as a whole getting a share of this statewide grant.

One of the requirements of the State and Local Cyber Grant Program (SLCGP), for those receiving funding, will be to participate in the NCSR. This is a post funding award requirement, but it's encouraged that everyone start participating if they have not already.

The NCSR is an assessment that measures gaps and capabilities of cybersecurity programs. The NCSR is a no-cost, anonymous, annual cyber self-assessment. Individual assessment results are only shared with the individual entity, so specific information is private. Aggregate data may be used to help inform the SLCGP cybersecurity plan for Oregon. The data will help to focus resources and services in areas that need it most. It is open to all state agencies, local governments, tribal nations, and territorial (SLTT) governments and all are encouraged to participate. This is based on the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). NCSR opened October 1, 2022.



BENEFITS OF THE NCSR INCLUDE:

- Receiving metrics specific to your community to identify gaps and develop a benchmark to gauge year-to-year progress, as well as anonymously measure your results against your peers;
- Attaining reporting and resources that can help you prioritize next steps towards desired cybersecurity improvement;
- Gaining access to a repository of informative references, such as NIST 800-53, Control Objectives for Information and Related Technologies (COBIT), and the Center for Internet Security (CIS) Controls that can assist in managing cybersecurity risk; and
- Fulfilling the NCSR assessment requirement for the Homeland Security Grant Program (HSGP), including the recently released State and Local Cybersecurity Grant Program (SLCGP):
 - » To receive SLCGP grant funding, eligible entities will be required to participate in the NCSR post funding award; and
 - » To aggregate NCSR data will inform Oregon's SLCGP cybersecurity plan strategy and areas of focus.

New to the NCSR? You will need to complete the registration form on www.cisecurity.org/ms-isac/services/ncsr.

Returning participant? Please visit the NCSR portal at <https://cis.my.logicmanager.com> to login to the platform and access your information.

The NCSR is open until February 28, 2023.



In Memoriam

DAN BRADLEY

It is with great sadness that we report that Dan Bradley, former SDAO board member and retired general manager of Oak Lodge Water Services, passed away on October 14th.

Among many other commitments, Dan served on the SDAO Board of Directors from 2011 until 2017 as the water district representative.

He also was a member of the SDAO Legislative Committee for several years.

We invite you to read his obituary at <http://bit.ly/3OONdhL> to learn more.



**LEGISLATIVE
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**GENERAL ELECTION
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OREGON CONGRESSIONAL REPRESENTATIVES

CD-5: PREVIOUSLY HELD BY KURT SCHRADER

Jamie McLeod-Skinner (D) vs. Lori Chavez de Remer (R)

Jamie McLeod-Skinner was the first primary challenger in 42 years to defeat an incumbent member of Congress (Kurt Schrader) in an Oregon primary (with 61% of the vote). The realigned 5th district stretches from Portland, across the Cascades, and into Deschutes County and has a 6% Democratic voter tilt. The redrawn district includes a portion of Southeast Portland and stretches to Bend. More than 40% of its voters live in Clackamas County, Republican challenger Lori Chavez-DeRemer's home turf, while 25% live in Deschutes County, McLeod-Skinner's base.

McLeod-Skinner ran against U.S. Rep. Greg Walden, R-Hood River, in 2018 and for Secretary of State in 2020 where she came in third place. Chavez-DeRemer is the former mayor of Happy Valley and a small business owner who unsuccessfully attempted to win an Oregon State House of Representatives seat in 2016 and 2018 (against Janelle Bynum-D). Both candidates live just outside CD-5's district boundaries.

Winner Lori Chavez-DeRemer – R (by 2%)

CD-6: NEW SEAT DUE TO REDISTRICTING

Andrea Salinas (D) vs Mike Erickson (R)

As a result of redistricting, Oregon was awarded a 6th congressional district for the first time in 40 years. The district extends from the Portland suburbs (part of Beaverton, Tigard, Tualatin, Sherwood, and part of Clackamas County) into Yamhill, Polk, and Marion County (Woodburn, Keizer, and part of Salem). Mike Erickson is a Lake Oswego businessman who owns a supply chain logistics company. He was the losing Republican nominee for the 5th district in 2006 and 2008 and won the primary republican nomination with 34% of the vote. Andrea Salinas, chair of the House Health Care Committee, won the Democratic nomination with 38% of the vote.

Winner Andrea Salinas – D (by 2.5%)

CD-4: PREVIOUSLY HELD BY PETER DEFAZIO

Val Hoyle (D) vs Alex Skarlatos (R)

In 1986, Peter DeFazio began the first of his 18 terms in Congress, but in December of 2020, he announced he would not run for re-election and, instead, supported Oregon's Democratic Labor Commissioner Val Hoyle. Hoyle, a former state representative and majority leader, was elected as labor commissioner in 2018.

Republican Alex Skarlatos, a former Army National Guard soldier known for his role in thwarting a terrorist attack on a European train in 2015 and who later played himself in a movie based on the incident, tried unsuccessfully to unseat DeFazio in 2020. He ran unopposed in the May primary.

Winner Val Hoyle – D (by 10%)

BUREAU OF LABOR & INDUSTRIES COMMISSIONER

Civil rights attorney and Democrat Christina Stephenson received 47% of the vote in the primary election and Republican restaurateur Cheri Helt came in second with 20% of the vote. Stephenson is supported by organized labor and Helt by the business community. Stephenson outspent Helt by a three to one margin, raising just over \$1.5 million to secure election to statewide office in Tuesday's election.

Winner Christina Stephenson – D (by 22%)



GOVERNOR

Oregon is tied with the State of Washington for the longest period with no Republican Governor (since 1987). Of the five candidates on the ballot, the general election featured three experienced female political operatives with different political affiliations.

Democrat and former Speaker of the House from 2013-2022, Tina Kotek (Portland), served 15 years in the Oregon House of Representatives. Republican Christine Drahan (Canby), a former staffer for two Republican leaders (1995 and 1999) and two speakers (1997 and 2001), served in the Oregon House of Representatives from 2019 to 2022 and quickly rose within the ranks to become the Republican leader. Independent Betsy Johnson (North Coast) served in the Oregon State Senate as a Democrat from 2005 to 2021; Johnson qualified for the ballot by submitting 37,500 signatures to secure her spot.

As of election night, total combined spending by all three candidates was over \$64.5 million with Kotek raising the most at \$28 million, Drahan at \$22 million, and Johnson at \$17 million. These numbers shatter the previous record of \$40 million set in 2018 by Governor Brown vs Knute Buehler.

Johnson's fundraising was on fire initially with a \$2 million contribution by Nike founder Phil Knight and aggregate giving of \$3.5 million. Other local companies followed suit with large contributions including Columbia CEO Tim Boyle, Pape Group, several timber companies and CalPortland. However, in early October, Knight switched teams and donated \$1 million to Drahan turning the tide and resulting in a significant loss of momentum for the Johnson campaign. Both Drahan and Kotek received help from their respective national governors' associations to the tune of nearly \$7 million and \$6.6 million respectively. Kotek's main funders have been unions (SEIU, ONA, Carpenters, AFSCME, AFT, and OEA), Stand for Children and League of Conservation Voters. Drahan received most of her support from the business community (realtors, AGC, homebuilders, hospitals, timber companies, and agriculture interests).

Johnson attempted to appeal to voters who may be sick of party politics, ready for a change and moderate. Initially, she was able to garner around 20% in tracking polls but never was able to reach the 30%+ level necessary to be fully competitive against her partisan colleagues. Her fundraising downturn directly correlated to her polling downturn as Drahan and Kotek soldiered on, attempting to solidify their bases and compete for nonaffiliated voter support. Kotek, although only having won in 7 of 36 counties, was able to outperform in Multnomah and Washington Counties.

BALLOT MEASURES

The November 2022 ballot saw the fewest number of measures since the 1980s with only four ballot measures appearing statewide, significantly fewer than the peak of twenty-six measures that appeared on the 2000 ballot.

MEASURE 111 - Amends Constitution: State must ensure affordable healthcare access, balanced against requirement to fund schools, other essential services.

Passed by 1.4%

*This measure was referred to the voters by the Legislature. The measure establishes an obligation of the state to ensure every resident access to cost-effective, clinically appropriate,

and affordable health care. Most Oregonians, about 94%, have health insurance according

to OHA. In 2019, 49.3% of Oregonians had private group health insurance, 25.4% had Medicaid through the Oregon Health Plan, 15.2% had Medicare coverage, and 4% had individual private insurance, leaving about 6% (248,000) uninsured. The measure does not specify any action for the Legislature to take to ensure "cost-effective, clinically appropriate and affordable health care" but some entities believe the measure will have several fiscal and policy effects including the potential right of uninsured Oregonians to sue the state.

MEASURE 112 - Amends Constitution: Removes language allowing slavery and involuntary servitude as punishment for crime.

Passed by 11.2%

*This measure was referred to the voters by the Legislature.

MEASURE 113 - Amends Constitution: Legislators with ten unexcused absences from floor sessions disqualified from holding next term of office.

Passed by 36.6%

*This measure was placed on the ballot by the unions in response to legislative walkouts. Oregon's Constitution requires each legislative chamber to have a quorum of members present, 20 in the Senate and 40 in the House, to conduct its business; a 2/3rds majority (most states only require a simple majority of members present for lawmakers to act).

In the last three years, Republicans have used the walkout in attempts to block Democratic legislative action, including a new business tax to help fund education and regulations that would have capped carbon emissions. Democrats have also used the walkout tactic including in 2001 to attempt to block Republican-drawn redistricting maps. Measure 113 would amend Oregon's Constitution to render a lawmaker with 10 or more unexcused absences in a legislative session ineligible to run for a legislative seat, including their current seat or one in the other chamber, in the next election.

MEASURE 114 - Requires permit to acquire firearms; police maintain permit/firearm database; criminally prohibits certain ammunition magazines.

Passed by 1.3%

**Note: Three individual lawsuits have been filed challenging the constitutionality of this measure*

Key provisions of Measure 114:

- Firearms training: People must complete safety instruction, including classroom work and live-fire exercises before city police or county sheriffs can issue them permits to buy or get guns. Such permits must be issued or denied within 30 days and are valid for five

years. Permits do not limit the number of firearms that can be obtained. The training is at people's own expense and must be conducted by instructors certified by police.

- Police can deny purchase permits if they deem people to be a danger to themselves or others. Police can seize permits if the holders are accused of crimes that otherwise would disqualify them from obtaining permits. There is an appeals process with a limit of 15 business days for a decision.
- These requirements apply to purchasers, but they are not retroactive to current firearms owners:
- Background checks: State police will continue to conduct such checks — the maximum fee is \$65; for renewals, \$50 — and compile a database of purchase permits that local agencies approve or deny, and why applications are denied. Annual reports by county are required starting in January 2024. Checks must be completed; state police have 24 hours to determine if applicants are barred from possessing firearms under one of four categories, although reports may be delayed longer if needed to complete investigations.
- Ammunition magazines: They are limited to 10 rounds. Within six months of the measure's approval, sale, use or possession of larger-capacity magazines is a Class A misdemeanor. Exceptions are made for use on the property of a firearms owner, at shooting ranges and competitions, and hunting while consistent with regulations. Transport to a permissible location is a legal defense if the magazines are secured separately from firearms.





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RESULTS

HOUSE OF REPRESENTATIVES

Of the 60 members of the Oregon House of Representatives sworn in last year 26 (43%) did not run for their seats this year; a total of 20 sitting House members will not be returning in 2022: 8 Rs and 12 Ds. Republicans have been trying to break the supermajority lock for several election cycles, and they have finally succeeded. Democrats lost their super majority (37-23 margin) but were able to maintain their majority (35-25 margin). *11 new House D members and 10 new House R members.

OREGON STATE SENATE

The Oregon State Senate is currently made up of 18 Democrats, 11 Republicans and 1 Independent (former Republican Brian Boquist). As a result of redistricting, Senator Lee Beyer's old seat moved to Republican control with State Representative Cedric Hayden's win. In addition, Senator Kim Thatcher's former seat moved to Democratic control with the election of Democrat Aaron Woods. For the first time in 16 years, Republicans had a glimmer of hope to win shared control of the State Senate. Election night proved to be a successful night for Democrats; Republicans moved only one step closer to their goal by picking up one seat. This breaks the Democrats' super majority but maintains the Democratic control with a solid 17 (D) to 12 (R) and 1 (I) majority. *1 new Senator and 5 previous House members elected to Senate.

LOOKING FORWARD

Members will be sworn in on January 9, 2023. Oregon's new Governor, Tina Kotek, will issue the State of the State address on the same day and legislators will spend the week in organizational days which are dedicated to member orientation and trainings. The 2023 legislative session will begin on January 17th and is scheduled to end no later than June 25th (160 days).



2023 SDAO LEGISLATIVE DAY

SALEM CONVENTION CENTER | 200 COMMERCIAL ST SE

JANUARY 13, 2023 | 9AM-2PM

Join us for SDAO Legislative Day to learn more about the SDAO Legislative Program and receive an update on legislative matters affecting special districts.

TOPICS WILL INCLUDE:

- Importance of Legislative Outreach
- November General Election Recap
- ARPA Funds
- Public Records
- Cybersecurity

AGENDA

9:00-9:10 AM | INTRODUCTIONS

9:10-10:00 AM | 2022 NOVEMBER GENERAL ELECTION RECAP/2023 SESSION OUTLOOK – *Hasina Wittenberg and Mark Landauer*

10:00-10:30 AM | NATIONAL SPECIAL DISTRICTS COALITION (NSDC) UPDATE – *Frank Stratton*

10:30-11:00 AM | IMPORTANCE OF SPECIAL DISTRICTS & OUTREACH TO LEGISLATORS - *Representative Cedric Hayden*

11:00-11:15 AM | BREAK

11:15-11:45 AM | LEGISLATIVE OUTREACH – *FRANK STRATTON*

11:45-1:00 PM | LUNCH

1:00-1:30 PM | POLICY ISSUES FOR UPCOMING SESSION - *Representative Brad Witt*

1:30-2:00 P.M. PUBLIC RECORDS - *Todd Albert, Oregon Public Records Advocate*

Please visit <https://cvent.me/W0lzD7> for more information and to register.

SAVE THE DATE: UPCOMING TRAININGS

Registration information will be available closer to the training dates.
Watch our website and your email inbox for more information!

RISK MANAGEMENT

March 22 – Boardman
March 23 – Ontario
July 12 – Redmond
July 13 – Klamath Falls
Oct 18 – Medford
Oct 19 – Coos Bay
Dec 12 – Newport
Dec 13 – Salem

HR/LEGAL

May 3 – Pendleton
May 10 – Medford
May – 11 – Cottage Grove
May 17 – Newport
May 23 – Redmond
May 25 – Salem

BOARD MEMBER DUTIES, LIABILITIES AND RESPONSIBILITIES

Aug 2 – Pendleton
Aug 9 – Medford
Aug 10 – Cottage Grove
Aug 15 – Redmond
Aug 22 – Newport
Aug 23 – Salem

BOARD MEMBER RELATIONS, EXPECTATIONS AND ETHICS

Sept 12 – Ontario
Sept 13 – Boardman
Sept 18 – Gold Beach
Sept 20 – Klamath Falls
Sept 26 – Astoria
Sept 27 – Salem



*Vendor
Solutions
Network*

Check out our new online directory at www.sdao.com/vendor-solutions-network-directory of vendors offering products and services that can benefit your district. The SDAO Vendor Solutions Network offers SDAO members access to a pool of consultants

and vendors offering a variety of professional services including strategic planning, financial audits, public relations, elections, information technology and more.

Each vendor offers exclusive benefits and/or discounts to SDAO members based on the service(s) they offer. Vendors are organizations with a proven track record of providing quality services. SDAO does not officially endorse participating vendors.

We are continuing to expand this directory, so we encourage you to regularly visit our website.



nextdoor

EXPANDS PUBLIC AGENCY TO ACCOMMODATE SPECIAL DISTRICTS ON PLATFORM

Nextdoor, the popular neighborhood-based social media network, has announced a shift in its guidelines that will allow special districts to establish a formal Nextdoor for Public Agencies page on the platform, fostering enhanced community and public relations.

The welcome change comes after extensive efforts with special districts stakeholders to promote awareness of special districts as a local government in efforts to gain easier access to the platform's tools for community communications.

More than 5,000 public agencies currently use Nextdoor. Many utilize the tool to share information with residents in specific neighborhoods. The tool may be effective in cases of community events, emergency alerts, and other messages targeting audiences based on geography. According to Nextdoor, the platform reaches 98 percent of the nation's communities and is used by nearly a third of households in the United States.

Now, special districts may apply to create a free Nextdoor for Public Agencies page to better communicate with their communities. In order to do so, districts must certify that:

- They are a permanent government agency with a full-time staff.
- They do not represent a committee, board, program, or project.
- They do not represent an elected official.
- They have a discrete jurisdictional boundary that has been approved by their state's governing body.
- They can provide a GIS map file of their boundary upon request.
- They can apply using a personalized work email (i.e., firstname.lastname@agency.com) and can provide proof of employment upon request.

This policy change is the culmination of a collaborative effort between Nextdoor and special districts. Over the course of a year, more than two dozen special district officials were part of a working group to confirm how special districts were accessing and using Nextdoor. The efforts produced a better understanding of special districts' interest in using the platform.

For more information or to sign up for Nextdoor for Public Agencies, go to www.nextdoor.com/agency. Special districts with questions may contact agencysupport@nextdoor.com

SPECIAL DISTRICTS CONSULTING SERVICES UPDATE

"You can get excited about the future; the past won't mind." - Hilary DePiano

By: Shanta Carter

Happy New Year!

As we move forward towards another new year, don't think about the opportunities you've missed in the past year. The new year is an unwritten book, so choose your actions and words wisely and fill in the appropriate pages to read at the end of the year.

The Consulting Services Program is very grateful for the many districts that have reached out to us this past year to assist with various projects and guidance. We have facilitated seventeen board practices assessments, numerous board trainings, several management recruitments, and have assisted with several procurement support and special projects. We continue to provide district support whenever needed.



Do you have a succession plan in place? Do you need to hire a new CEO but don't know where to start? Is your organization running as efficiently as possible? Do you have new board members? We provide services that can assist you with all of these matters. Consulting Services is continually working to add new services that benefit our members. Please visit SDAO.com and check out our brochure.

I hope to see you all at the 2023 SDAO Conference in February in Sunriver. Be sure to stop by the SDAO booth and say hi, grab some swag, and enter the drawing to win a fun little Valentine basket.

Be sure to make us your first call for any consulting assistance your district may need. Member districts are eligible for up to eight hours of free consulting services annually by one of our skilled senior consultants. After this time is exhausted, members will have the option of continuing at a nominal hourly rate. We assist with management recruitments, organizational assessments, district manager transition planning, board trainings, Board Practices Assessments and much more.

The new year is a time to celebrate past success and anticipate future success. Have an amazing and prosperous year!

We look forward to hearing from you soon!

For more information about the Consulting Services Program and the services we offer, please contact us at sdaoconsultingservices@sdao.com or 800-305-1736.

S | D | A | O

BOARD MEMBER SPOTLIGHT



WHAT ROLE DO YOU SERVE AT YOUR DISTRICT AND HOW LONG HAVE YOU BEEN THERE?

I joined the Port of Newport about three and a half years ago after twelve years with the Port of Columbia County.

WHY DID YOU SEEK TO JOIN THE SDAO BOARD OF DIRECTORS?

My interest in joining was because I think special districts are very important here in Oregon. SDAO highlights the work of special districts and provides guidance and help with navigating our obligations and our benefits in Oregon. I look forward to learning and hopefully contributing to the work SDAO provides.

HOW HAS SDAO HELPED YOU OR YOUR DISTRICT?

SDAO has helped us in many ways by providing staff and commissioners continuing education related to our work and board responsibilities, training and counselling to staff, assistance with HR related issues, and navigating the world of claims. SDAO contributes to legislative advocacies through the Oregon Public Ports Association and has also contributed to the Port of Newport through financial advisory on bond finances.

TELL US ABOUT YOUR LIFE OUTSIDE OF YOUR DAY JOB(S).

I was originally born and raised in Brazil but have lived in the US for the past 34 years. I am an outdoor enthusiast and my pastime is traveling to fun and interesting places within and outside of the US.

MEMBERS IN THE NEWS

Molalla's buses sport new look

November 23, 2022 | Molalla Pioneer

Don't be surprised if you see the South Clackamas Transit District (SCTD) bus rolling through Molalla with a new look these days. The district added some vehicle wraps to their buses, which gives it a little more Molalla-centric personality. Mike Strauch, SCTD district manager, said the goal was to make the buses rolling through the area stand out a bit more.

"Myself and my coordinator, Shyloh Masuo, were talking about making the buses look more like a transit bus and stand out to our riders and customers," Strauch explained. "TriMet and other transit services have their buses wrapped and ours have never been wrapped with a design." Read more at <http://bit.ly/3ELS66R>

Jackson County Fire District awarded new rescue boat

November 28, 2022 | KTVL

Jackson County Fire District 4 says it has been awarded a low-water rescue boat through the Oregon State Preparedness and Incident Response Equipment Program 2. Officials say this new boat will help fire personnel respond to water rescue and water assists. It will also increase capabilities in high water incidents, surface water incidents, and more.

The new boat, an SJX jet boat, will be able to be requested for help throughout Jackson,

Josephine, and Klamath Counties. It can also be requested for large-scale water rescues such as flooding statewide. Read more at <http://bit.ly/3ubTvyA>

Central Oregon Irrigation District completes first phase of canal project

October 27, 2022 | KTVZ

Amid historic drought, Central Oregon Irrigation District said Thursday it has completed the first phase of its canal-to-pipe water conservation project, benefiting farmers and the Deschutes River. Despite a challenging irrigation season, the district completed the project on time and delivered 21 cubic feet per second (cfs) of conserved water through its pipe to North Unit Irrigation District. As a result, NUID will forego an equal amount of storage from Wickiup Reservoir this winter, with the specific timing of the additional flow in the Deschutes River to be determined in coordination with the U.S. Fish and Wildlife Service.

One hundred percent of the water conserved through the 7.9-mile piping project between Redmond and Smith Rock is being used to address flow imbalances in the Upper Deschutes to address the habitat requirements associated with the Oregon Spotted Frog. Read more at <http://bit.ly/3ENdsAD>

*Providing reasonable, stable rates, and
broad coverage to Oregon's public entities*

SDIS Board of Trustees

- Chair:** Andrea Klaas, Port of The Dalles
- Vice Chair:** Mike Jacobs, Tualatin Valley Water District
- Secretary:** Mark Hokkanen, Tualatin Hills Park & Recreation District
- Treasurer:** Stacy Maxwell, Jackson County Fire District 3
- Trustees:** Darren Bucich, McKenzie Fire & Rescue
Nicole Dalke, Springfield Utility Board
David Lindelien, Lane Transit District
- Emeritus:** Ted Kunze, Canby Fire District No. 62

Services

- Background Checks
- Claims Administration
- Drug-Free Workplace
- Management Consulting Services
- On-site Loss Control Consultations
- Pre-Loss Legal Services
- Public Safety EAP
- Safety and Security Grant Program
- SDIS Insurance Programs

Next SDIS Board of Trustees Meeting

February 8 | *Sunriver Resort* | 3pm

Winter WEATHER FACILITIES PREPARATION

**By: Greg Jackson, Risk Management
Consultant**

Preparation for winter weather is a critical aspect of facilities maintenance. Regardless of the weather predictions, a proactive approach will save time and money. There are several parts to a good action plan, including an ongoing fall and early winter inspection of the building's envelope and a plan for during and immediately after storms.

Every building is a little different. For instance, 40 degrees Fahrenheit may suffice for some areas during a deep freeze while a minimum of 50 or even 55 degrees Fahrenheit may be required in other areas. In extreme situations, it may be necessary to open faucets to allow water to drip or run a bit to keep pipes from freezing (or shut off the water and drainpipes). During severe weather (cold or heavy rain) all unoccupied buildings need ongoing in-person checks, if possible. Of course, personal safety should always be the foremost consideration when considering driving to and from and during inspections of a building during a storm.

Ultimately, the goal is to be sure your buildings are ready and operations aren't delayed due to building failure that is preventable.

WEATHER ALERTS

To help keep our members informed about upcoming weather events, SDAO has developed a weather alerts page on the SDAO website. This webpage will provide multiple resources to assist you in preparing your buildings whether it is websites for weather, best practices or even checklists for members to use. We encourage you to check out the webpage by visiting the link: **www.sdao.com/weather-event-coming-to-a-city-near-you**. We also have additional resources and webinars available in the SDAO Resource Library at **sdaoresourcelibrary.com/**

WINTER CHECKLISTS

Use the following checklists in early winter, during inclement weather, and after a storm. As always, contact SDAO Risk Management (**riskmanagement@sdao.com**) with any questions.

EARLY WINTER

- Develop an action plan for facilities management including building checks
- Continue to check the roof and surrounding trees
- Clean roof drains, scuppers, gutters or any accumulated debris
- Verify all drains including storm drains are working
- Prepare a stockpile of repair supplies such as plywood for broken windows
- Monitor weather predictions
- Identify an emergency response team and a team to actively check on buildings
- Shut off and drain outside hose bibs that aren't freeze proof and shut off and drain irrigation systems
- Check supplies of batteries, flashlights and emergency utility shut off tools to be sure they are ready to use
- Verify generator has been serviced and fueled
- Check emergency egress lighting to be sure it is in working order
- Consider having contracts in place for emergencies:
 - » Arborist services
 - » Roof cleaning for snow and ice
 - » Parking lot and sidewalk cleaning and plowing
 - » Contractors to make immediate, after storm repairs to facilities



DURING INCLEMENT WEATHER (RAIN, SNOW, AND FREEZING)

- Maintain and run HVAC throughout cold snaps (especially for weekends and holidays)
- Be sure to have a good supply of:
 - » Ice melt and tools for spreading it
 - » Snow shovels
- Check the roof after storms
- During especially long cold snaps, weekends and holidays have the building checked to verify HVAC is on and working and there are no leaks or damage (falling trees, etc.)
- If heavy snow or ice accumulates there are several considerations for removal:
 - » If you do it yourself, know your district's fall protection policy and follow it
 - » The roof doesn't need to be scraped clean – work with your roofing consultant or contractor for specifics but cleaning down to a level appropriate for the roof structure and roof composition can be predetermined. It's not only a roofing issue but also a structural issue.
 - » Know what an appropriate tool and method for cleaning off snow and ice is
 - » Clean gutters will help control ice dams
 - » Consider closing a building for use if significant build up is in place and can't be removed
 - » Consider increasing the temperature or opening ceilings (remove ceiling tiles in a drop ceiling) to help control ice and snow build up
 - » Consider opening interior doors to allow better flow of heat
- If the power fails, shut off water to building and drainpipes
- Report all downed power lines immediately to your electric utility
- Report all significant damage to SDAO claims

REOPENING AFTER A STORM

- Be sure all walkways are clear of snow and ice
- Check surrounding trees for damage and remove broken branches
- Check for roof leaks, including areas such as mechanical rooms and mezzanines that are not often accessed
- Restock all supplies that have been used
- If there have been leaks, verify the leak is repaired or controlled
 - » Have any smoke detectors or burglary system components been impacted by water
 - » Are ceiling tiles that have been wet still safe
 - » Are there any leaks in the walls due to snow build up or exterior damage
- Review your emergency action plan
 - » Did it work as expected?
 - » How can it be improved?
 - » What other resources would have been helpful?
 - » Where you ready for the unexpected?

If you have any questions or would like to discuss this topic further with Risk Management, please contact us at 800-285-5461 or email at riskmanagement@sdao.com.

SDIS BOARD OF TRUSTEES SPOTLIGHT



NICOLE DALKE

WHAT ROLE DO YOU SERVE AT YOUR SPECIAL DISTRICT AND HOW LONG HAVE YOU BEEN WITH THEM?

I am Springfield Utility Board's Human Resources Manager, and I have been with them since June 2021.

WHY DID YOU SEEK TO JOIN THE SDIS BOARD OF TRUSTEES?

I wanted to join the SDIS Board of Trustees because I thought it would be a good opportunity to learn, contribute, and give back.

HOW HAS SDAO/SDIS HELPED YOU OR YOUR DISTRICT?

SDAO/SDIS has helped the two different districts that I have been with since 2008 in many ways including loss prevention, risk management, expertise advice, safety consultation, safety committee enhancements and improving overall employee engagement.

TELL US ABOUT YOUR LIFE OUTSIDE OF YOUR DAY JOB(S).

I am a mom of two wonderful children, 11 and 8. I am deeply involved with their activities which consist of gymnastics, orchestra, swimming, and baseball. I have passion for outdoor recreation, so I am an active participant with exploring trails, paths, parks, and camping.



SDIS SAFETY & SECURITY GRANT PROGRAM AWARDS \$380,000 IN GRANT FUNDING TO MEMBERS

Each year, the SDIS Safety & Security Grant Program assists members with funding of safety and security projects that lead to reduced exposure in high-level claims categories. It is always our goal to eliminate or lower risk to the SDIS insurance program by supporting members' proactive approaches to preventing loss.

This year's program focused on security-related exposures and focused on projects that mitigate exposure to security threats. Examples of eligible projects included, but were not limited to:

- Alarms
- Cameras
- Cybersecurity Equipment
- Fencing
- Lighting
- Securing Valuables
- Window Film

We received 155 member requests totaling \$565,000. SDIS was able to provide \$380,000 in grant funding to our members with this program. Information about the 2023-24 SDIS Safety & Security Grant Program will be available this summer. Please watch your email inboxes and mailboxes for more information.

WINTER CHILLS

By: Gina Wescott, WC Claims Manager

Many of our districts have employees whose job involves being out in the elements. Studies show a direct correlation between weather and injuries - as the temperature falls, injuries increase.

Districts can help protect their employees from cold stress by:

- Providing training to raise awareness
- Controlling temperature when possible and/or providing a warm area for breaks
- Rotating employee tasks to reduce exposure time
- Encouraging self-pacing and extra breaks when necessary
- Establishing a buddy system
- Keeping first aid supplies and equipment available

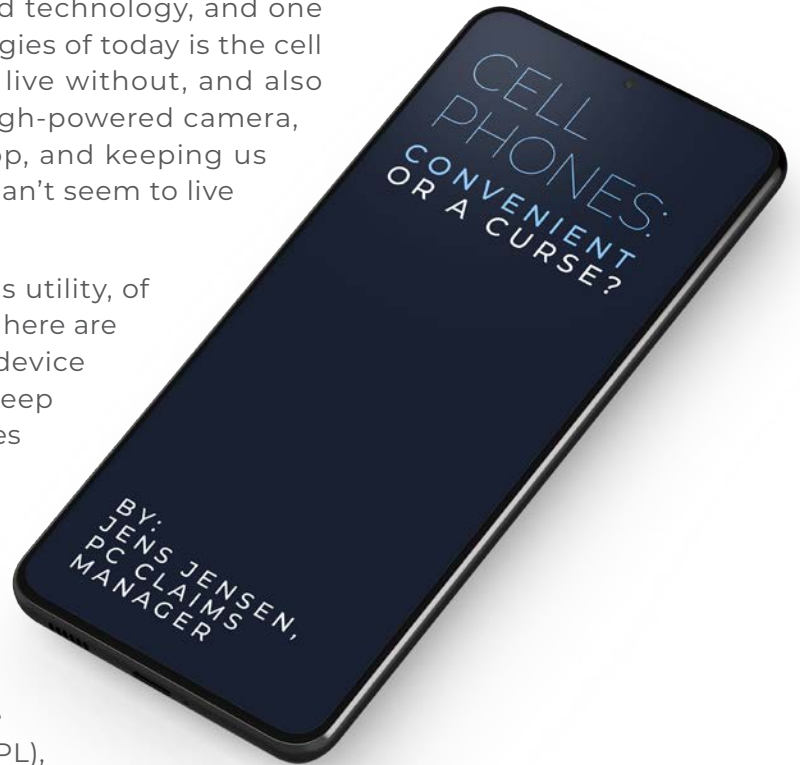
For districts whose employees work indoors, there is still risk to employees when entering and exiting the building. Every winter season, we receive multiple slip and fall claims from districts with icy parking lots or wet floors at entryways. These injuries are preventable with proper lighting of parking lots and exteriors, having appropriate entry mats, and having equipment on hand including snow melt products, snow shovels, and snow blowers. Districts can also prevent injuries by training employees in the proper use of equipment, encouraging appropriate footwear, and regularly monitoring the parking lot, sidewalks, and exterior/interior areas for safety.

Keeping employees safe and preventing unnecessary workers' compensation claims is our goal this winter season.

For any questions, please contact the SDAO Workers' Compensation Department at 800-305-1736

We live in a world of modern conveniences and technology, and one of the most common and widely used technologies of today is the cell phone. This seems to be the device we can't live without, and also the one we curse the most. From being our high-powered camera, getting us directions to the closest coffee shop, and keeping us entertained on long drives and flights, we just can't seem to live without them.

While these handy gadgets can provide endless utility, of course, there are some major pitfalls to consider. So, here are a few tips to avoid, especially when using that device that is provided or paid for by your employer. (Keep in mind that if your employer and district provides you with a cell phone, that phone is public property and anything on it may be subject to a public records review or subpoenaed as evidence in a trial.)



1. Avoid sending texts containing memes, funny pictures, especially if using to reference a co-worker or employee. In the event of employment practices litigation (EPL), those texts are going to be discovered and you'll potentially get to explain those memes to a jury.
2. Avoid actually handling the phone while driving. First off, it's illegal. Second, we handle dozens of accidents every year where a member was reaching for a phone or on the phone at the time of the accident.
3. Completely avoid taking/sending pictures or video of any place on your body that you don't want to show up on a 10' by 12' screen in a courtroom. Yes, you're chuckling reading this, but honestly, the only thing a jury is going to remember about that trial is your video.
4. Avoid posting items and comments related to district business to your personal social media accounts.

As we come up on the new year, now is also a good time to review your cell phone permissive use policies, and add one if you don't have one yet. Hopefully these tips will help keep you, your district, and your employees out of trouble.





EMPLOYERS ADJUST BACKGROUND SCREENING STANDARDS

BY: HR ANSWERS

You might feel like you are suffering from whiplash as you adjust your background screening standards. All through 2022, many employers have responded to the labor shortage by loosening criminal history standards – or not running criminal background checks at all. This is also occurring with drug and alcohol testing. Another common trend has seen employers start workers in their jobs before they get background check results returned. But a coming together of three events has now caused employers to begin to return to their previous standards:

- Some industries have begun to experience a softening of the labor market, which permits employers to be choosier when hiring;
- An increase in negligent hiring claims related to newer workers who may have been disqualified in a normal labor market; and
- Increased pressure to provide safe workplaces given the recent rise in shooting violence.

This dynamic will lead to a growing area of tension in the upcoming months as employers aim for a happy medium and employees and candidates adjust to a “new” new normal.

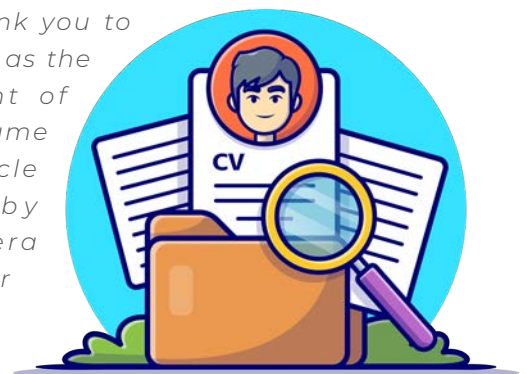
As you look toward 2023, now would be a good time to review your third-party relationships to make sure you are all on the same page when it comes to background check compliance.

This includes making sure when you use third parties that they are in compliance with:

- FCRA's technical notice requirements – like disclosure, authorization, and pre-adverse notifications.
- Or staffing firms obtaining background reports during hiring, employers may have expectations that those staffing organizations will follow FCRA procedures – but this isn't always the case, and you could find your organization facing legal exposure for their mistakes.

These third-party relationships are an extension of you as the employer, so you want to ensure their process matches yours. In addition, once you decide you would like to roll the employee over to your payroll and make the individual part of your employee base and no longer an employee of the temporary firm, please conduct your own reference check, drug screens and background check on the “new” employee so those records are now part of your employee file.

A special thank you to Fisher Phillips as the main content of this article came from an article produced by Michelli Rivera and Rich Millisor



5

STEPS

TO EVERYDAY

HEALTH & WELLNESS



These days, you may feel overwhelmed with all the health information available to you. However, there are really only a few basic tips to keep in mind for your optimal health. Follow these five simple suggestions to get started on your way to living a happy and healthy life!

EAT HEALTHY.

A healthy diet can protect you from heart disease, bone loss, Type 2 diabetes, high blood pressure and some cancers, such as colorectal cancer. Making small changes in your eating habits can make a big difference in your life.

EXERCISE REGULARLY.

Exercise can help control your blood pressure, blood sugar and weight, raise your “good” cholesterol, and prevent diseases, such as colorectal cancer, heart disease and Type 2 diabetes. Aim to get at least 150 minutes of moderate-intensity aerobic activity (briskly walking) or 75 minutes of vigorous-intensity aerobic activity (running) and at least two days of strength training every week.

WATCH YOUR WEIGHT.

Achieving and maintaining a healthy weight is important to your overall health. Being overweight can lead to serious health problems, affecting both your well-being and health care costs.

MANAGE YOUR STRESS.

It's important to manage stress in order to sleep better, improve concentration, get along better with family and friends, lessen neck and back pain, and have an overall feeling of calmness.

AVOID TOBACCO AND LIMIT ALCOHOL CONSUMPTION.

Alcohol and tobacco use are linked to an increased chance of developing chronic conditions. Quitting or refraining from smoking and limiting or avoiding alcohol consumption are the best ways to combat such risks.

Please speak with your doctor if you have questions about other steps you can take to improve your health.

PROPERTY CASUALTY INSURANCE RENEWAL UPDATE

By: Chris Hill, Underwriting Manager



Thank you for making this another successful SDIS Property and Casualty renewal! The insurance market has been in turmoil in recent years due to inflation and natural disasters. Your participation in the SDIS Trust not only helps us to provide wonderful services to Trust members, but also helps to insulate members from the brunt of much of this market turmoil.

Your renewal packet has been posted onto the SDIS Insurance Site and likely has been delivered to you by your agent of record. Please review this packet carefully because it contains your invoice, declarations pages, schedules, and other important information including claims data. If you have concerns about the invoice, please review your schedules for accuracy and work with your agent of record to make sure we're charging the correct amount of contribution based on your exposure. We are

more than happy to work with your agent to address any of these concerns to ensure we're charging our members fairly and accurately.

As this coverage year progresses, we encourage you to stay in touch with your agent of record to update your property, equipment or auto schedules as you plan to acquire or sell any assets. We often only discover new items that should be scheduled after a claim occurs, which could inadvertently exclude coverage for that item. Please also keep your agent informed as you make plans for capital projects or changes in your operations. These types of plans may have coverage or risk implications, which agent may be able help with or to coordinate with us for risk or legal advice.

We hope you have a safe and successful 2023!





VOLUNTEERS & YOU

Does your district provide opportunity for people to volunteer? If so, have you considered having a volunteer handbook for your volunteers? If you don't have a volunteer handbook, we definitely suggest that you have one in place.

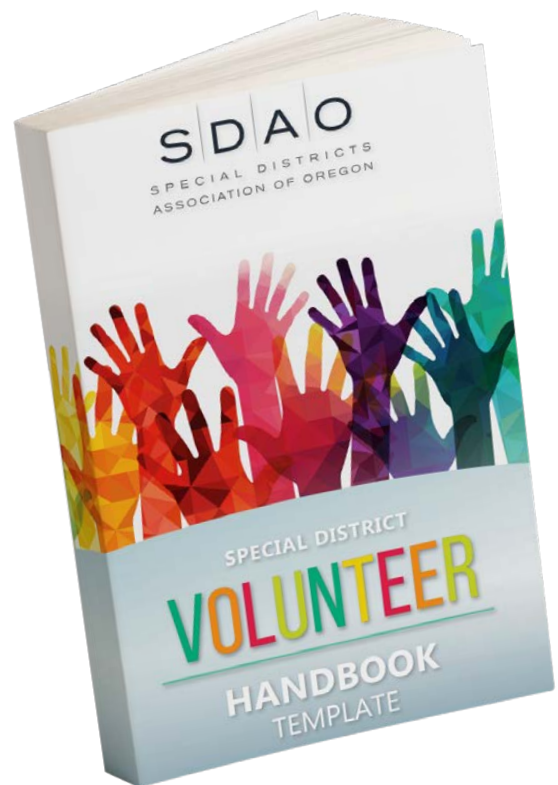
To assist your district with putting a volunteer handbook together, SDAO now has the SDAO Volunteer Handbook available to members at no cost. This handbook has been modeled after the Oregon Government Employee Handbook template, but with language related to those who are not paid employees of your organization.

The SDAO Volunteer Handbook helps to outline your volunteer policies, volunteer relations and conduct, health and safety, and much more. It includes policies that must be legally included in your handbook as well as providing opportunity for you to enter or modify ones that meet your district's needs and philosophies.

This handbook template is intended for you to use as a guide to create your own volunteer handbook that meets the needs of your organization. Reviewing the sample is only the first step. Additional work is required to make it applicable to your district. However, it is a simple and easy to use document that you will be able to modify to meet your district's needs.

Grab a copy today and get your volunteers started off on the right foot with clear expectations and guidance on your district.

To receive a copy of the handbook, you can either access one through the SDAO Resource Library at www.sdaoresourcelibrary.com or by contacting hr@sdao.com to request a copy be sent to you.



ATTENTION NEEDED:

IMPORTANT INFORMATION FOR SDAO MEMBERS

Special Districts Association of Oregon (SDAO) is currently exploring the viability of a group workers' compensation discount program for the SDAO members as part of our partnership with SAIF that will become effective July 1, 2023.

There are no guarantees, but if approved, the group discount could save SDAO members who become part of the group money on their workers' compensation premiums.

However, we can't qualify without your help. To move forward, we need at least 60% of all SDAO members to sign the Consent to Group Rate Form. Please don't delay. Signing the form does not obligate your district to anything and should not require board action.

To ensure that you receive this messaging, we have sent this messaging to all key contacts by email, mail and DocuSign. You can return the form by email, mail, or fax, but we do need to receive it completed and signed by January 31st.

To access a copy of the Consent to Group Rate Form online, please visit www.sdao.com/sdao-saif-group-workers-compensation.

Thank you to all the districts who have either returned the form already or signed via DocuSign! We greatly appreciate your prompt response.

MORE INFORMATION

These programs, allowed under and directed by Oregon Statute and Administrative rule, are created through a partnership between an "organization" (association) and a workers' compensation carrier. SDAO is interested in exploring a partnership with SAIF (an Oregon insurer) for the purposes of determining if a competitive product for eligible SDAO members can be created.

Under Oregon insurance regulations, all groups must "earn" group discounts by virtue of their collective premium and claim experience as individual policyholders. This means that the SDAO members must agree to pool their past individual workers' compensation experience data to determine if a discount can be earned by the "organization". This pooling of data is only used for the express purpose of calculating any available discounting of premiums; it does not affect your individual experience modifier, workers' compensation coverage with your current carrier, nor does it obligate you to participate in the SDAO group program.

All information collected will be treated in confidence. Even if you agree to allow your experience to be pooled with other SDAO members, you may still place your coverage with another carrier or plan.

CONSENT TO GROUP RATE FORM

The Consent to Group Rate Form (www.sdao.com/sdao-saif-group-workers-compensation) must be completed and returned to SDAO no later than January 31, 2023. The form will allow SAIF to determine if a discount can be calculated and subsequently offered to eligible SDAO members.

If you have any questions, please contact us at underwriting@sdao.com or 800-285-5461 and ask for Underwriting.

MEMBER CALENDAR

<i>January 2</i>	New Year Holiday (Observed) SDAO Closed
<i>January 5</i>	SDAO First Thursday Webinar 12pm
<i>January 13</i>	SDAO Legislative Day 9am-2pm Salem Convention Center
<i>January 15</i>	Martin Luther King, Jr. Day SDAO Closed
<i>January 18</i>	OWRC/SDIS Annual Training: Hermiston 9am-12pm
<i>January 31</i>	Deadline to Submit Consent to Rate Form for Formation of Group Workers' Compensation
<i>February 2</i>	SDAO First Thursday Webinar 12pm
<i>February 8</i>	SDAO Board of Directors Meeting 12pm Sunriver Resort
<i>February 8</i>	SDIS Board of Trustees Meeting 3pm Sunriver Resort
<i>February 9</i>	SDAO HR Alliance Meeting 1pm Sunriver Resort
<i>February 9</i>	SDAO Pre-Conference Sunriver Resort
<i>February 10-12</i>	SDAO Annual Conference
<i>February 20</i>	Presidents' Day SDAO Closed
<i>March 2</i>	SDAO First Thursday Webinar 12pm
<i>March 22</i>	Risk Management Regional Training Boardman
<i>March 23</i>	Risk Management Regional Training Ontario